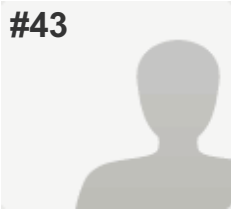


#43

**COMPLETE****Collector:** Web Link 1 (Web Link)**Started:** Thursday, May 05, 2016 1:16:25 PM**Last Modified:** Monday, June 20, 2016 3:01:26 PM**Time Spent:** Over a month**IP Address:** 67.55.161.193

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Q1: Name of School District:	Okoboji School District
Q2: Name of Superintendent	Gary Janssen
Q3: Person Completing this Report	Gary Janssen

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Q4: 1a. Local TLC Goal

To attract, hire, and retain high quality teachers.

Q5: 1b. To what extent has this goal been met?

(no label)

Fully Met

Q6: 1c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

100% of our first year teachers said they were satisfied or very satisfied with the support they received from their mentor teachers. Also, 100% said they are definitely staying in the profession and will continue in our district.

Q7: 2a. Local TLC Goal

Empower ongoing, applied professional growth by providing teachers collaborative time during which they meet as support groups to develop and implement new instructional practices and curricula focused on increasing student learning.

Q8: 2b. To what extent has this goal been met?

(no label)

Mostly Met

Q9: 2c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

50% of our professional development time is devoted to teacher collaboration to improve implementation of new teaching strategies. All our teachers are given a daily prep time, but only 50% have a daily or bi-weekly team time for embedded collaborative time.

Our mentor and master teachers meet weekly across the district for approximately 60 minutes. We marked this as mostly met and not fully met, because not every teacher is benefiting from this collaborative time.

Q10: 3a. Local TLC Goal

Add three pathways for career teachers to pursue as teacher leaders. teacher leader positions of Master (4), Mentor (12), and Model (8) teachers come with increased leadership responsibility and increased compensation.

Q11: 3b. To what extent has this goal been met?

(no label)

Fully Met

Q12: 3c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

We had 30 of our 80 career teachers apply for a teacher leadership position and as a result fill 100% of our teacher leader roles and added two additional master teachers due to an overabundance of highly-qualified applicants. This resulted in 32.5% of our teachers serving in a teacher leader role.

Q13: 4a. Local TLC Goal

Respondent skipped this question

Q14: 4b. To what extent has this goal been met?

Respondent skipped this question

Q15: 4c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

Respondent skipped this question

PAGE 4: Put any goals you wish to report on, but do not directly align with state TLC goals, on this page.

Q16: 5a. Local TLC Goal

Respondent skipped this question

Q17: 5b. To what extent has this goal been met?

Respondent skipped this question

Q18: 5c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

Respondent skipped this question

Q19: 6a. Local TLC Goal

Respondent skipped this question

Q20: 6b. To what extent has this goal been met?

Respondent skipped this question

Q21: 6c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

Respondent skipped this question

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Q22: 7. Based on the results of your data analysis, what adjustments might you consider TLC implementation. (Please note this is not an official plan change). If you would like more information on how to submit an official plan change please use this link or contact Becky Slater.

We struggled to fully use all our model teachers to their fullest capacity. Consequently, we decided to reduce the number of model teachers by 50%. This will still allow us to have over 25% of our teachers in a teacher leader role. We again were able to fill all teacher leader roles for the 2016-17 school year.

Q23: 8. Please share anecdotal evidence/stories that demonstrate how the implementation of TLC has impacted your district.

Respondent skipped this question

Impact of TLC Plan - 2015-2016

Q24: Please check each of the following boxes, indicating your agreement to continue to meet these requirements:

Minimum Salary – The school district will have a minimum salary of \$33,500 for all full-time teachers.

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Selection Committee – The selection process for teacher leadership roles will include a selection committee that includes teachers and administrators who shall accept and review applications for assignment or reassignment to a teacher leadership role and shall make recommendations regarding the applications to the superintendent of the school district.

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Teacher Leader Percentage – The district will demonstrate a good-faith effort to attain participation by 25 percent of the teacher workforce in teacher leadership roles beyond the initial and career teacher levels.

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Teacher Compensation – A teacher employed in a school district shall not receive less compensation in that district than the teacher received in the school year preceding implementation of the district's TLC plan.

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Applicability – The framework or comparable system shall be applicable to teachers in every attendance center operated by the school district.